



## Employer Obligations during Elections in Canada (As of October 1, 2019)

Jurisdiction	Summary of employer obligations
<b>Northwest Territories Elections</b>	<p><b>Time off work to vote</b> If the hours of employment of an employee who is an elector do not provide the employee three consecutive hours to vote during the time the poll is open on polling day, the employer shall allow the employee such additional time off work as may be necessary to provide the employee with three consecutive hours to vote.</p> <p><b>Convenience of the employer</b> An employer required under the provision above to allow an employee time off work may select a time that is convenient to the employer.</p> <p><b>Prohibitions</b> An employer shall not make any deduction from the pay of an employee, or impose or exact from an employee any penalty, by reason of the absence of the employee from his or her work during the time that the employer is required to allow the employee to be off work under the provision above.</p> <p>An employer is deemed to have made a deduction from an employee's pay under the above if, for the time off work the employer is required to allow an employee under the above, the employer does not pay the employee the amount that the employee would normally earn if he or she had worked during that time.</p> <p>For more information please see link to legislation here: <a href="#">Northwest Territories Elections and Plebiscites Act</a>.</p>